



CONDUCTING AN EFFECTIVE & SUCCESSFUL TRAINING PROGRAMME



BHARAT S. SONTAKKI

R. VENKATTAKUMAR

N. ANANDARAJA



Conducting an Effective and Successful Training Programme

Edited by
Bharat S Sontakki
R Venkattakumar
N Anandaraja



NEW INDIA PUBLISHING AGENCY

New Delhi – 110 034



NEW INDIA PUBLISHING AGENCY

101, Vikas Surya Plaza, CU Block, LSC Market

Pitam Pura, New Delhi 110 034, India

Phone: + 91 (11)27 34 17 17 Fax: + 91(11) 27 34 16 16

Email: info@nipabooks.com

Web: www.nipabooks.com

Feedback at feedbacks@nipabooks.com

© Editors, 2015

Language editor : Ms. Aneja

ISBN : 978-93-83305-22-3

All rights reserved, no part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise without the prior written permission of the publisher or the copyright holder.

This book contains information obtained from authentic and highly regarded sources. Reasonable efforts have been made to publish reliable data and information, but the author/s, editor/s and publisher cannot assume responsibility for the validity of all materials or the consequences of their use. The author/s, editor/s and publisher have attempted to trace and acknowledge the copyright holders of all material reproduced in this publication and apologize to copyright holders if permission and acknowledgements to publish in this form have not been taken. If any copyright material has not been acknowledged please write and let us know so we may rectify it, in subsequent reprints.

Trademark notice: Presentations, logos (the way they are written/presented) in this book are under the trademarks of the publisher and hence, if copied/resembled the copier will be prosecuted under the law.

Composed, Designed and Printed at Jai Bharat Printing Press, Delhi

Contents

<i>Foreword</i>	<i>v</i>
1. Training	1
<i>Bharat & Sankhhi</i>	
2. Training Needs Assessment (TNA)	45
<i>D. Periyar Ramasamy, Anandaraja, N and R. Suresh Verma</i>	
3. Extension Training Institutes in India-An Overview	123
<i>D. Periyar Ramasamy, R. Suresh Verma and S. Anandhi</i>	
4. Extension Training Institutes in the World - An Overview	201
<i>R. Suresh Verma, D. Periyar Ramasmy, and C. Krishnamoorthy</i>	
5. Developing Effective E-learning Modules for Extension Training: Reflections from the Learning Theories	245
<i>P. Sethuraman Sivakumar, Smaranika Parida and Ramasubramanian</i>	
6. Ensuring Participation of Trainees in Training Need Analysis and Training Evaluation: Evidences of Successful Methodologies	257
<i>M. Ramasubramanian, D. Puthira Prathap, N. Anandaraja and Sethuraman Sivakumar</i>	
7. System's Approach to Training Transfer	267
<i>R. Venkattakumar, B.S. Brtalili and P. Mani Qundan</i>	
8. Determinants of Training Impact and Policy Strategies	289
<i>R. Venkattakumar and Bharat S Sontakki</i>	
9. HRM Information System for 21st Century : Issues and Challenges	307
<i>Manoj K. Behera and R.N. Subudhi</i>	
<i>References</i>	317

CONDUCTING AN EFFECTIVE & SUCCESSFUL TRAINING PROGRAMME

READERSHIP: A book meant for everybody related to any field.

It has been widely reported that the gap between training results and organizational outcomes remains un-bridged. It implies that training and its impact is a complex process and achieving desired impact out of training efforts is a factor of multidimensional variables.

In order to achieve the intended training impact, there is a need for meticulous planning and implementation of training events at all stages such as assessing organizational goals, competency mapping of staff and their training needs assessment as per the organizational goals, pre-training preparation, training organization as per the design, assessing training effectiveness, training impact in terms of pre-determined out puts and outcomes etc.

Hence, it is indispensable to have effective and efficient training managers, so that the training investment may reap desired benefits. In that way, this book has a general intent to give tips about effective management practices for the training managers.

This book specifically explains about training needs assessment, training institutes around the world and their experiences as well as practices, developing effective e-learning modules, training evaluation, training impact assessment etc.

Bharat Shankar Sontakki : Principal Scientist (Agricultural Extension), NAARM, Rajendranagar, Hyderabad 500 030, India.

R. Venkattakumar : Principal Scientist, NAARM, Rajendranagar, Hyderabad 500 030, India.

Nallusamy Anandaraja : is working as Assistant Professor in e-Extension centre, Directorate of Extension Education, Tamil Nadu Agricultural University, Coimbatore, Tamilnadu, India.



NEW INDIA PUBLISHING AGENCY

101, Vikas Surya Plaza, CU Block, L.S.C. Market

Pitam Pura, New Delhi-110 034, India

Tel. : +91(11) 27341717, Fax : +91(11) 27341616

E-mail : info@nipabooks.com

Web : www.nipabooks.com

ISBN 9789383305223



9 789383 305223